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8/82

HOTEL/MOTEL WAGE RATES

AND OTHER PAYROLL COSTS
FOR MAJOR U.S. CITIES

August, 1982



American Hotel & Motel Association

888 SEVENTH AVENUE ★ NEW YORK, N.Y. 10019 ★ 212-265-4506

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August 1982

The information in this survey was prepared by Mel Sandler,* Consultant to the Employee Relations Committee of AH & MA. The data is taken from union contracts of hotels and motels.

In some instances the Federal Minimum Wage Law requirements or the State Requirements exceed the contract rates.

The data should be useful to those who negotiate union contracts and to lodging industry executives who determine wage policy in non-union properties.

Although individual union contracts are generally given wide distribution, it is suggested that circulation of this report be carefully controlled within your organization.

The survey will be reissued periodically.

James Hynes, Chairman
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BARTENDER

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta	8	5	\$4.15	\$4.25	\$4.60	\$4.85	\$5.10	\$5.50	\$5.75
Atlantic City*	8	5	4.13	4.41	4.72	5.05			
Boston	8	5	4.25	4.60	4.95				
Buffalo	8	5	3.62	3.82					
Chicago	8	5	4.24	4.68	5.12	5.48			
Cincinnati	8	5				4.67	4.97	5.32	
Cleveland									
Denver	8	5	3.81	4.01	4.21	4.35			
Detroit	8	5	4.43	4.68	4.93	5.23	5.58	5.98	
Kansas City	8	5	4.05	4.20	4.45	4.65			
Los Angeles	8	5	5.13		5.53				
Miami	8	5	3.52	3.77	3.92				
Minneapolis	8	5	5.57	6.17	6.79	7.43			
New Orleans	8	5	3.96	4.11	4.26				
New York	7	5	6.11	6.57	7.30	8.01	8.74		
Philadelphia	8	5			5.09	5.50	5.93		
Pittsburgh	8	5	4.72	5.22	5.67	6.12			
St. Louis	8	5	3.82	4.07	4.22				
San Francisco	8	5		8.44	9.28	10.03			
Seattle	8	5	5.53	5.97	6.51	7.10	7.70		
Washington, DC	8	5	4.91	5.26	5.76	6.26	6.76		

*Rates listed are for non-casino hotels. Casino hotel rates are listed separately.

BELL PERSON

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta	8	5	\$1.70	\$1.80	\$2.01	\$2.16	\$2.31	\$2.55	\$2.70
Atlantic City	8	5	1.98	2.12	2.27	2.43			
Boston	8	5	1.95	2.05	2.20				
Buffalo									
Chicago	8	5	1.72	1.98	2.22	2.42			
Cincinnati	8	5				2.47	2.72	3.02	
Cleveland									
Denver	8	5	2.20	2.40	2.60	2.80			
Detroit	8	5	2.63	2.75	2.91	3.06	3.21	3.36	
Kansas City	8	5	1.93	2.08	2.23	2.43			
Los Angeles	8	5	2.71	2.91	3.14				
Miami	8	5	2.01	2.16	2.26				
Minneapolis	7½	5	2.08	2.62	2.88	3.15			
New Orleans	8	5	1.86	2.01	2.16	2.16			
New York	8	5	2.89	3.16	3.61	4.04	4.48		
Philadelphia	8	5			2.66	2.92	3.19		
Pittsburgh	8	5	2.61	2.86	3.09	3.31			
St. Louis	8	5	1.96	2.13	2.22				
San Francisco	8	5		3.52	3.88	4.18			
Seattle	8	5	3.01	3.25	3.49	3.76	4.04		
Washington, DC	8	5	2.39	2.62	2.92	3.22	3.52		

BUS PERSON

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta	8	5	\$2.90	\$3.00	\$3.40	\$3.60	\$3.80	\$4.15	\$4.35
Atlantic City	8	5	2.20	2.36	2.53	2.71			
Boston	8	5	3.70	4.05	4.40				
Buffalo	8	5	2.20	2.40					
Chicago	8	5	2.19	2.31	2.56	2.76			
Cincinnati	8	5				3.97	4.32	4.77	
Cleveland									
Denver	8	5	2.96	3.16	3.36	3.51			
Detroit	8	5	3.25	3.62	3.87	4.17	4.52	4.92	
Kansas City	8	5	2.70	2.85	3.00	3.20			
Los Angeles	8	5	2.45	2.64	3.88				
Miami	8	5	3.25	3.50	3.65				
Minneapolis	7½	5	3.22	3.64	4.00	4.38			
New Orleans	8	5	3.40	3.75	3.90	4.05			
New York	8	5	3.28	3.56	4.00	4.43	4.86		
Philadelphia	8	5			4.71	5.13	5.55		
Pittsburgh	8	5	3.64	4.14	4.59	5.04			
St. Louis	8	5	2.03	2.20	2.29				
San Francisco	8	5		4.21	4.63	5.00			
Seattle	8	5	3.15	3.41	3.68	3.98	4.30		
Washington, DC	8	6	3.20	3.50	3.90	4.30	4.70		

COOK, FRY

1982

	Hours Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta	8	5	\$3.80	\$3.90	\$4.30	\$4.55	\$4.80	\$5.10	\$5.35
Atlantic City	8	5	3.96	4.24	4.54	4.86			
Boston*	8	5	4.48	4.83	5.18				
Buffalo									
Chicago	8	5	3.99	4.30	4.71	5.11			
Cincinnati									
Cleveland									
Denver	8	5	3.73	3.91	4.11	4.26			
Detroit	8	5	4.43	4.68	4.93	5.23	5.58	5.98	
Kansas City	8	5	3.89	4.04	4.29	4.49			
Los Angeles	8	5	4.69		5.07				
Miami	8	5	4.75	5.00	5.15				
Minneapolis	8	5	5.24	5.97	6.57	7.19			
New Orleans	8	5	4.13	4.28	4.63	4.78			
New York	7	5	6.57	7.02	7.75	8.47	9.20		
Philadelphia	8	5			5.21	5.63	6.05		
Pittsburgh**	8	5	4.45	5.05	5.60	6.15			
St. Louis	8	5	3.80	4.05	4.20				
San Francisco	8	5		8.62	9.48	10.24			
Seattle	8	5	5.28	5.70	6.27	6.87	7.52		
Washington, DC	8	5	4.71	5.06	5.56	6.06	6.56		

* General Cook

**Preparation Cook

COOK, SECOND

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta									
Atlantic City	8	5		\$4.24	\$4.54	\$4.86			
Boston	8	5	\$4.88	5.58	5.93				
Buffalo	8	5	3.55	3.75					
Chicago	8	5	4.48	4.93	5.38	5.83			
Cincinnati	8	5				5.70	\$6.05	\$6.50	
Cleveland									
Denver	8	5	4.21	4.41	4.61	4.75			
Detroit	8	5	4.68	4.93	5.13	5.48	5.83	6.23	
Kansas City	8	5	4.20	4.35	4.60	4.80			
Los Angeles	8	5	5.31		5.73				
Miami									
Minneapolis	7½	5	5.58	6.36	7.00	7.67			
New Orleans	8	5	3.84	3.99	4.34	4.49			
New York	7	5	7.20	7.65	8.38	9.10	9.82		
Philadelphia	8	5			5.84	6.25	6.68		
Pittsburgh									
St. Louis	8	5	4.03	4.28	4.43				
San Francisco	8	5		8.98	9.88	10.67			
Seattle	8	5	5.63	6.08	6.69	7.33	8.03		
Washington, DC	8	5	4.93	5.28	5.78	6.28	6.78		

DISHWASHER

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta	8	5	\$3.00	\$3.10	\$3.40	\$3.60	\$3.80	\$4.15	\$4.35
Atlantic City	8	5	3.30	3.54	3.79	4.06			
Boston	8	5	3.75	4.10	4.45				
Buffalo	8	5	3.01	3.21					
Chicago	8	5	3.09	3.40	3.75	4.03			
Cincinnati									
Cleveland									
Denver	8	5	3.03	3.23	3.43	3.57			
Detroit	8	5	3.62	3.87	4.12	4.42	4.77	5.17	
Kansas City	8	5	3.21	3.36	3.61	3.81			
Los Angeles	8	5	3.10		3.35				
Miami	8	5	3.25	3.50	3.65				
Minneapolis	7½	5	3.46	3.91	4.30	4.71			
New Orleans	8	5	3.40	3.55	3.90	4.05			
New York	7	5	5.50	5.95	6.68	7.40	8.12		
Philadelphia	8	5			4.81	5.23	5.65		
Pittsburgh	8	5	3.92	4.42	4.87	5.32			
St. Louis	8	5	3.35	3.60	3.75				
San Francisco	8	5		5.33	5.92	6.48			
Seattle	8	5	3.81	4.11	4.52	4.95	5.42		
Washington, DC	8	5	4.04	4.39	4.89	5.39	5.89		

ELEVATOR OPERATOR

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta									
Atlantic City	8	5	\$3.30	\$3.54	\$3.79	\$4.06			
Boston	8	5	3.75	4.10	4.45				
Buffalo									
Chicago									
Cincinnati	8	5				4.50	4.85	5.30	
Cleveland									
Denver									
Detroit									
Kansas City	8	5	3.22	3.37	3.62	3.82			
Los Angeles	8	5	2.71	2.91	3.14				
Miami	8	5	3.25	3.50	3.65				
Minneapolis	8	5	3.46	3.91	4.30	4.71			
New Orleans	8	5	3.40	3.55	3.90	4.05			
New York	7	5	5.85	6.30	7.02	7.74	8.47		
Philadelphia									
Pittsburgh									
St. Louis									
San Francisco	8	5		4.45	4.90	5.29			
Seattle									
Washington, DC	8	5	4.08	4.43	4.93	5.43	5.93		

HOUSE PERSON

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta	8	5	\$2.90	\$3.00	\$3.40	\$3.60	\$3.80	\$4.15	\$4.35
Atlantic City	8	5	3.30	3.54	3.79	4.06			
Boston	8	5	3.80	4.15	4.50				
Buffalo	8	5	3.31	3.56					
Chicago	8	5	3.25	3.63	4.00	4.28			
Cincinnati	8	5				4.39	4.74	5.19	
Cleveland	8	5			3.55	3.70	3.90		
Denver	8	5	3.15	3.35	3.55	3.69			
Detroit	8	5	3.68	3.90	4.12	4.42	4.77	5.17	
Kansas City	8	5	3.20	3.35	3.60	3.80			
Los Angeles	8	5	3.10		3.35				
Miami	8	5	3.25	3.50	3.65				
Minneapolis	8	5	3.61	4.08	4.49	4.92			
New Orleans	8	5	3.40	3.55	3.90	4.05			
New York	7	5	5.83	6.28	7.01	7.72	8.45		
Philadelphia	8	5			4.81	5.23	5.65		
Pittsburgh	8	5	4.02	4.52	4.97	5.42			
St. Louis									
San Francisco									
Seattle	8	5	4.00	4.08	4.65	5.00	5.25		
Washington, DC	8	5	4.01	4.36	4.86	5.36	5.86		

LAUNDRY WORKER

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta	8	5	\$2.90	\$3.00	\$3.40	\$3.60	\$3.80	\$4.10	\$4.30
Atlantic City									
Boston									
Buffalo	8	5	3.31	3.56					
Chicago									
Cincinnati	8	5				4.31	4.66	5.11	
Cleveland	8	5							
Denver	8	5	3.64	3.84	4.04	4.19			
Detroit	8	5	4.37	4.62	4.87	5.17	5.52	5.92	
Kansas City	8	5	3.45	3.60	3.85	4.05			
Los Angeles									
Miami	8	5	3.85	4.10	4.25				
Minneapolis	8	5		3.93	4.32	4.73			
New Orleans	8	5	3.65	3.80	4.15	4.30			
New York	7	5	5.73	6.18	6.91	7.62	8.35		
Philadelphia	8	5			4.88	5.29	5.71		
Pittsburgh									
St. Louis									
San Francisco									
Seattle	8	5	4.17	4.25	4.63	5.00	5.40		
Washington, DC	8	5	4.13	4.48	4.98	5.48	5.98		

LINEN ROOM

1982

	Hours per Day	Days per Week	HOURLY WAGE					1984	1985
			1979	1980	1981	1982	1983		
Atlanta									
Atlantic City	8	5	\$3.30	\$3.54	\$3.79	\$4.06			
Boston	8	5	3.75	4.10	4.45				
Buffalo									
Chicago	8	5	3.19	3.56	3.94	4.22			
Cincinnati	8	5				4.35	4.70	5.15	
Cleveland									
Denver	8	5	3.25	3.37	3.57	3.71			
Detroit	8	5				4.45	4.80	5.20	
Kansas City	8	5	3.21	3.36	3.61	3.81			
Los Angeles	8	5	2.88	2.91	3.14				
Miami	8	5	3.47	3.72	3.87				
Minneapolis	8	5	3.46	3.97	4.37	4.79			
New Orleans	8	5	3.40	3.55	3.90	4.05			
New York	7	5	5.73	5.92	6.65	7.37	8.10		
Philadelphia	8	5			4.81	5.23	5.65		
Pittsburgh	8	5	3.95	4.45	4.90	5.35			
St. Louis									
San Francisco	8	5		5.26	5.79	6.25			
Seattle	8	5	4.16	4.26	4.83	5.18	5.43		
Washington, DC	8	5	4.13	4.48	4.90	5.48	5.98		

ROOM ATTENDANT (MAID)

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta*	8	5	\$2.90	\$3.00	\$3.40	\$3.60	\$3.80	\$4.15	\$4.35
Atlantic City	8	5	3.30	3.54	3.79	4.06			
Boston	8	5	3.75	4.10	4.45				
Buffalo	8	5	3.55	3.80					
Chicago	8	5	3.25	3.63	4.00	4.28			
Cincinnati	8	5				4.35	4.70	5.15	
Cleveland	8	5			3.55	3.70	3.90		
Denver	8	5	3.15	3.35	3.55	3.69			
Detroit	8	5	3.62	3.87	4.12	4.42	4.77	5.17	
Kansas City	8	5	3.20	3.35	3.60	3.80			
Los Angeles	8	5	2.83	2.91	3.14				
Miami	8	5	3.25	3.50	3.65				
Minneapolis	8	5	3.48	3.48	4.38	4.80			
New Orleans	8	5	3.40	3.55	3.90	4.02			
New York	7	5	5.43	5.89	6.61	7.33	8.06		
Philadelphia	8	5			4.81	5.23	5.65		
Pittsburgh	8	5	3.94	4.44	4.89	5.34			
St. Louis	8	5	3.35	3.60	3.75				
San Francisco	8	5		5.36	5.95	6.51			
Seattle	8	5	4.00	4.08	4.65	5.00	5.25		
Washington, DC**	8	5	4.04	4.39	4.89	5.39	5.89		

* Plus 75¢ for Rollaway bed made up in a room from which co. receives revenue based upon use of the Rollaway.

**A maid who makes up a room occupied by more than two persons shall receive 35¢ extra for each person in excess of two in such room.

MAINTENANCE

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta	8	5	\$4.45	\$4.65	\$5.05	\$5.40	\$5.75	\$6.20	\$6.55
Atlantic City									
Boston									
Buffalo									
Chicago									
Cincinnati									
Cleveland									
Denver									
Detroit									
Kansas City	8	5	3.82	3.97	4.22	4.42			
Los Angeles									
Miami	8	5	4.60	4.85	5.00				
Minneapolis	8	5	4.08	4.08	4.49	4.92			
New Orleans	8	5	4.20	4.35	4.70	4.85			
New York	7	5	6.51	6.97	7.70	8.41	9.14		
Philadelphia									
St. Louis	8	5	5.14	5.39	5.54				
San Francisco									
Seattle	8	5	4.34	4.69	4.96	5.41	5.90		
Washington, DC									

PANTRY PERSON

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta	8	5	\$2.90	\$3.00	\$3.45	\$3.65	\$3.85	\$4.20	\$4.40
Atlantic City	8	5	3.52	3.77	4.04	4.33			
Boston	8	5	3.97	4.32	4.67				
Buffalo	8	5	3.01	3.21					
Chicago	8	5	3.45	3.76	4.11	4.45			
Cincinnati	8	5				4.44	4.79	5.24	
Cleveland									
Denver*	8	5	3.48	3.68	3.88	4.02			
Detroit	8	5	3.62	3.87	4.12	4.42	4.77	5.17	
Kansas City	8	5	3.34	3.49	3.74	3.94			
Los Angeles	8	5	4.16		4.50				
Miami	8	5	3.85	4.10	4.25				
Minneapolis	8	5	3.54	3.99	4.39	4.81			
New Orleans	8	5	3.40	3.55	3.92	4.05			
New York	7	5	5.73	6.18	6.91	7.62	8.35		
Philadelphia*	8	5			4.94	5.35	5.78		
Pittsburgh	8	5	3.96	4.46	4.91	5.37			
St. Louis	8	5	3.35	3.60	3.75				
San Francisco	8	5		6.78	7.46	8.05			
Seattle	8	5	4.48	4.77	5.25	5.75	6.30		
Washington, DC	8	5	4.05	4.40	4.80	5.40	5.90		

*Head Pantry Attendant

STORES PERSON

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta									
Atlantic City									
Boston	8	5	\$3.75	\$4.10	\$4.45				
Buffalo									
Chicago	8	5	3.25	3.56	3.91	\$4.19			
Cincinnati									
Cleveland									
Denver	8	5	3.30	3.50	3.70	3.83			
Detroit	8	5	3.62	3.87	4.17	4.42	\$4.77	\$5.17	
Kansas City									
Los Angeles	8	5	3.28		3.54				
Miami	8	5	3.60	3.85	4.00				
Minneapolis	8	5	3.56	4.02	4.42	4.84			
New Orleans									
New York									
Philadelphia*	8	5			4.94	5.35	5.78		
Pittsburgh	8	5	3.94	4.44	4.89	5.34			
St. Louis									
San Francisco	8	5		6.19	6.81	7.36			
Seattle	8	5	4.18	4.51	4.89	5.28	5.70		
Washington, DC	8	5	4.17	4.52	5.02	5.52	6.02		

*Head Storeroom Men

TELEPHONE OPERATOR

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta	8	5	\$3.30	\$3.40	\$3.70	\$3.90	\$4.10	\$4.35	\$4.55
Atlantic City	8	5	3.85						
Boston	8	5	3.83	4.18	4.53				
Buffalo									
Chicago	8	5	3.29	3.60	3.95	4.23			
Cincinnati									
Cleveland									
Denver	8	5	3.20	3.40	3.60	3.73			
Detroit	8	5	3.75	4.00	4.25	4.55	4.90	5.30	
Kansas City	8	5	3.45	3.60	3.85	4.05			
Los Angeles	8	5	3.25	3.51					
Miami	8	5	3.25	3.50	3.65				
Minneapolis									
New Orleans									
New York	7	5	5.86	6.31	7.03	7.75	8.48		
Philadelphia	8	5			4.88	5.29	5.71		
Pittsburgh									
St. Louis	8	5	3.36	3.61	3.76				
San Francisco	8	5		5.65	6.22	6.71			
Seattle	8	5	4.03	4.35	4.74	5.12	5.53		
Washington, DC	8	5	4.40	4.75	5.00	5.75	6.25		

WAITER/WAITRESS, ROOM SERVICE

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta	8	5	\$1.78	\$1.88	\$2.01	\$2.16	\$2.31	\$2.55	\$2.70
Atlantic City	8	5	1.98						
Boston	8	5	1.95	2.05	2.20				
Buffalo									
Chicago	8	5	3.24	3.54	3.84	4.14			
Cincinnati									
Cleveland									
Denver	8	5	2.22	2.42	2.62	2.76			
Detroit	8	5	2.56	2.68	2.83	2.98	3.13	3.28	
Kansas City									
Los Angeles									
Miami									
Minneapolis									
New Orleans									
New York	8	5	2.84	3.11	3.55	3.98	4.42		
Philadelphia	8	5			2.67	2.92	3.19		
Pittsburgh									
St. Louis									
San Francisco	8	5		4.21	4.63	5.01			
Seattle	8	5	2.92	3.15	3.45	3.69	3.95		
Washington, DC	8	5	2.75	2.99	3.29	3.59	3.89		

WAITER/WAITRESS

1982

	Hours per Day	Days per Week	HOURLY WAGE						
			1979	1980	1981	1982	1983	1984	1985
Atlanta	8	5	\$1.78	\$1.88	\$2.01	\$2.16	\$2.31	\$2.55	\$2.70
Atlantic City	8	5	1.98	2.12	2.27	2.43			
Boston	8	5	1.95	2.05	2.20				
Buffalo	8	5	2.14	2.34					
Chicago	8	5	2.18	2.43	2.68	2.88			
Cincinnati	8	5				2.67	2.92	3.22	
Cleveland									
Denver	8	5	2.22	2.42	2.62	2.76			
Detroit	8	5	2.56	2.68	2.83	2.98	3.13	3.28	
Kansas City	8	5	1.89	2.02	2.17	2.37			
Los Angeles	8	5	2.45	2.64	2.88				
Miami	8	5	1.98	2.13	2.23				
Minneapolis	8	5	2.10	2.57	2.83	3.07			
New Orleans	8	5	1.86	2.01	2.16	2.16			
New York	8	5	2.84	3.11	3.55	3.98	4.42		
Philadelphia	8	5			2.67	2.92	3.19		
Pittsburgh	8	5	2.76	3.01	3.24	3.46			
St. Louis	8	5	1.96	2.13	2.22				
San Francisco	8	5		4.21	4.63	5.01			
Seattle	8	5	2.92	3.15	3.45	3.69	3.95		
Washington, DC	8	5	2.51	2.74	3	3.34	3.64		

HOLIDAY CLAUSES

1982

	No. of Holidays	Pay for Work on Holidays	Pay for Holidays Not Worked	Rate of Pay for Holiday Not Worked
<u>Atlanta*</u>	8	2 X	7	S.T.
<u>Atlantic City</u>	8	2 X if on scheduled day 2½ X if on 6th or 7th day	8	S.T.
<u>Boston</u>	8	S.T. plus holiday pay	8	S.T.
<u>Buffalo</u>	9	S.T. plus holiday pay (5 yrs of service - add'l holiday - Christmas Eve)	9	S.T.
<u>Chicago</u>	8	2 X	8	S.T.
<u>Cincinnati</u>	8	2 X	8	S.T.
<u>Cleveland</u>	7	2 X if worked	7	S.T.
<u>Denver</u>	7	2 X	7	S.T.
<u>Detroit*****</u>	7	2 X	7	S.T.
(1/1/84)	8	2½ X on 6th day 3 X on 7th day	(1/1/84) 8	
<u>Kansas City</u>	7	2 X	7	S.T.
<u>Los Angeles</u>	6	2 X	6	S.T.
<u>Miami</u>	6	2 X	6	S.T.
<u>Minneapolis</u>	6	S.T. plus holiday pay	6	S.T.
<u>New Orleans**</u>	9	2½ X	9	S.T.
<u>New York</u>	11 (includes 3 personal days)	S.T. plus holiday pay	11	S.T.
<u>Philadelphia</u>	11	2 X	11	S.T.
<u>Pittsburgh</u>	8	2 X	8	S.T.

HOLIDAY CLAUSES (cont'd)

<u>St. Louis</u>	8	2 X	8	S.T.
<u>San Francisco</u>	9	1½ X except 2 X for Thanksgiving and Christmas	9	S.T.
<u>Seattle****</u>	8	1½ X except 2 X for Thanksgiving, Christmas, Labor Day, Independence Day, Employee's Birthday (after one year of service)	5	S.T.
Washington, DC***	10	S.T. plus holiday pay (Tipped employees pay based on 105%/wk/min)	10	S.T.

Note: S.T. = Straight Time Pay

* Ninth Holiday 2/2/84 (Atlanta)

** Additional 8-hour bonus for work on Christmas (New Orleans)

*** Tenth holiday (Employment Anniversary Date) effective 9/16/82 (Wash. DC)

**** Employee's birthday after 1 year of service (Seattle)

*****Personal Leave Days: After 3 years - 3 per year

After 4 years - 4 per year

After 5 years - 5 per year (Detroit)

VACATION BENEFITS

1982

No. of Weeks:	1	2	2	3	3	3	12 d	3	3	3	3	4	4	4	4	4
No. of Years:	1	1	2	5	8	10	5 y	7	11	12	15	8	12	15	18	20
<u>Atlanta</u>		X		X									X			
<u>Atlantic City</u>	X		X			X										
<u>Boston</u>	X		X			X										X
<u>Buffalo</u>	X		X			X										X
<u>Chicago</u>	X		X			X								X		
<u>Cincinnati</u>	X		X			X								X		
<u>Cleveland</u>	X		X			X										
<u>Denver</u>	X		X							X						
<u>Detroit****</u>	X		X							X						
<u>Kansas City</u>	X		X			X										X
<u>Los Angeles</u>	X		X			X	(Graduated from 6-10 years by 1/5 of a week)									X
<u>Miami</u>	X		X			X								X		
<u>Minneapolis</u>	X		X			X										X
<u>New Orleans*</u>	X		X			X									X	
<u>New York</u>	X		X				X	X						X		
<u>Philadelphia</u> (3 days for 6 mos.)	X		X					X						X		
<u>Pittsburgh**</u>																
<u>St. Louis</u>	X		X							X						
<u>San Francisco</u>	X		X			X								X		
<u>Seattle</u>	X		X			X									X	
<u>Washington, DC***</u>	X		X			X								X		

New Orleans
* 1980: 4-21
1981: 4-18
1982: 4-15

Pittsburgh
**10 months 5 days
2-5 years 10 days
6-9 years 11 days
10-15 years 15 days
16 years 16 days

17 years 17 days
18 years 18 days
19 years 19 days
20 years 20 days

Washington DC
*** 4 wks for 12 yrs
effective 9/16/82

Detroit
**** 1/1/83 3 for 10
1/1/84 4 for 20

<u>Atlantic City</u>	5¢ per hour
<u>Boston</u>	13¢ per hour per employee; 6/1/81, 15¢; 6/1/82, 16¢
<u>Buffalo</u>	\$29.00 per month/regularly scheduled hourly employee (\$15.00 pension, \$14.00 insurance fund)
<u>Chicago</u>	4/1/80, \$31.19/month for regular employees; 11¢/hour for extra employees
<u>Cincinnati</u>	1982, 15¢ per hour per employee; 1983, 16¢; 1984, 17¢
<u>Cleveland</u>	
<u>Detroit</u>	85¢ per day per employee
<u>Los Angeles</u>	15½¢ per hour per employee
<u>Miami Beach</u>	\$6.24 per month per employee
<u>Minneapolis</u>	10¢ per hour
<u>New York</u>	5% of wages
<u>Philadelphia</u>	\$27.73 per month per regular employee \$1.28/day/Banquet employee \$13.87 per month for each regular, one meal (Waiter/Waitress, Bartender, Steward)
<u>Pittsburgh</u>	Non-tip 10/1/80, 19¢; 10/1/81, 21¢; 10/1/82, 23¢ Tipped 10/1/80, 22¢; 10/1/81, 24¢; 10/1/82, 26¢ plus 4% of Gross Payroll plus 4% of Gross Payroll plus 4% of Gross Payroll
<u>San Francisco</u>	
<u>St. Louis</u>	11¢ per hour per employee; 12/1/81, 12¢
<u>Seattle</u>	15¢ per hour per employee
<u>Washington, DC</u>	14¢ per hour per employee and 70¢ per function for banquet waiters 9/16/83, 20¢ per hour

HEALTH AND WELFARE CLAUSES

1982

(Effective during entire contract term,
unless noted otherwise)

Employer Contribution

Atlanta

Article XXIII - INSURANCE - The company shall continue to provide each full-time employee, who has completed at least one full calendar month of service, group insurance coverage with life insurance, hospitalization, surgical, major medical, and maternity benefits in accordance with the terms and conditions of the group insurance policy now in force, a copy of which has been furnished to the Union.

The company reserves the right during the term of this agreement to change the insurance carrier terms and component parts of said group insurance policy, provided the aggregate total of all benefits are not reduced.

MEDICAL PLAN - The Company shall pay the sum of \$3.00 per month for each employee in the bargaining unit who has completed at least one full calendar month of service, provided such employee is on the payroll in the second full pay period of the month, which pay period shall be used for determining the eligibility of employees for inclusion in the program hereinafter described.

Atlantic City

	5/1/80	5/1/81	5/1/82
Health, Welfare	20¢	23¢	26¢
Severance	5¢	7¢	10¢

Boston

6/1/80 - \$50,000 Major Medical Plan optional at cost to employee of \$1.00/month (includes one pair of prescription eyeglasses and one free eye exam each two years). Employer pays any needed additional premium.

6/1/81 - An increase in premium will be paid 30 percent by employer and 70 percent by employee.

6/1/82 - If needed, employer will bring contribution up to 10¢/hour.

60¢ per function for banquet waiters and waitresses.

HEALTH AND WELFARE CLAUSES

1982

Buffalo

\$14.00 per month per regularly scheduled hourly employee.

Life	\$2000
AD & D	2000
Hosp. R&B (31-day max)	40/day
Misc. Hosp. Exp.	400 max.
Surgery	540 schedule
Medical - \$6 office	
\$8 home or hosp	250 max
X-ray & Lab	60/year

Chicago

4/1/82 - \$30.14/month. Extra employees 15¢/hour.
 "High Option Dependent Coverage Plan" currently available to employees with an employee contribution of \$8.24.
 Dental Plan: \$7.81/month. Extra employees 2¢/hour

Cincinnati

1982: \$1.15 per day per employee for each day worked.
 1983: \$1.20
 1984: \$1.25

Cleveland

Effective 1/1/82 30¢ per hour worked

Denver

1/1/81 - Employee Coverage \$45.00; dependent, \$20.00
 1/1/82 - Employee Coverage \$48.00; dependent, \$25.00

Detroit

Culinary Plan: 60¢ per day per employee with minimum of \$3.00 per week. 1/1/84 65¢ per day (\$3.25 week)*

Kansas City

\$21.81 per month per employee until 6/15/81; contract subject to reopening 6/15/81.

Los Angeles

42½¢ per hour worked

Miami

Employer contributes \$23.00 per month per employee.
 \$5.14/month per employee paid by employer for a Dental Plan. In 1982 additional contribution will be made to cover family members.

Minneapolis

13.5¢ per hour per employee.
 5/1/82 - 5¢ additional for improved benefits.

New Orleans

Company provides following at company expense:
 Basic - 31 days at \$80 (\$90 in 1982), surgery max \$800
 Major Medical - \$100 deductible, 80% - 20% co-insurance
 \$30,000 life maximum. Company will pay \$11.00/month toward dependent coverage.
 Life Insurance - \$2-4000 depending on job category.
 Disability Insurance - 50% pay to \$75.00 maximum for 26 weeks (\$80.00 in 1982)

* Hotel Plan : 1/1/82, \$55.00/month
 1/1/84, \$56.00/month

HEALTH AND WELFARE CLAUSES

1982

Dental Care - \$50 deductible; \$500 maximum per year.
Vision Care Plan effective 1981 - Eye exam and glasses
every two years.

New York

2.75% of wages for Family Medical Care Fund. 3.75% of
wages for Insurance Fund; Dental Care Fund 2% effective
6/15/80 + \$1.50/month/employee to Insurance Fund.

Philadelphia

Contribution to provide: Sickness & Accident \$80/week
Life Insurance \$5000
Eye Glass Allowance \$50/each 2 yrs
Plus all other existing benefits
Dental \$7.87 per month maximum

Pittsburgh

10/1/81, 42¢ hour for tip and non-tip employees; 10/1/82, 46¢

St. Louis

\$20.50 per month per eligible employee effective
11/16/80; \$21.00 effective 11/16/81. 5¢ per hour per
employee paid to trust fund for dental care program.

San FranciscoSeattle

The employers shall pay the appropriate amount speci-
fied below each month for each employee who works
at least thirty hours or more during such month to
the Restaurant Employees, Bartenders and Hotel Service
Employees Welfare Fund regardless of whether or not
the employee is a member of the union. For the
purpose of this Article, time actually taken off and
compensated as paid holiday or paid vacation time
shall be considered as time worked. Such contributions
shall be earned in one month and shall be due and
payable by the tenth day of the following month.
The increased amounts specified below shall be effec-
tive with payments due on June 1 of each year as indicated:

	6/82	6/83
Monthly contribution for employees who work 30 hours or more	\$22.00	\$24.50
Monthly contribution for employees who work 65 hours or more	52.00	57.50

Washington, DC

Article XIV, Section 1: Group Insurance - the following insurance benefits shall be provided for all steady employees, including steady banquet bartenders, and for all new steady employees, including new steady banquet bartenders, after a waiting period of three (3) months: \$2,000 life insurance; \$2,000 accidental death or dismemberment; \$95.00 weekly benefits for health and accident for thirteen (13) weeks; medical reimbursement maximum \$100; preferred hospital service coverage as provided by Group Hospitalization, Inc.; and surgical benefits as provided by the surgical-medical plan of the District of Columbia. 1/1/76 extended surgical-medical coverage for individual only added. For extra banquet personnel, dental plan contribution 27½¢ per function, for others 12¢/hour contribution to dental plan.

Note: Optional Kasier Foundation Plan will be made available 10/1/81

	Weekly Benefits	Dental Plan	Legal Fund	Optical Fund
9/16/81	\$95.00	12¢	5¢	3¢
9/16/82	110.00	13¢		
9/16/83	125.00	14¢		3½¢

Atlanta

Banquet Commission. The banquet commission collected on all banquet food functions shall be allocated at the rate of fourteen percent (14%) for all regular, full-time banquet waiters/waitresses, captains and bus service personnel who work the functions and twelve percent (12%) for all part-time, extra banquet waiters/waitresses, captains and bus service personnel who work the functions. Such banquet commission shall be pooled every day and each banquet waiter/waitress, captain or bus service employee who worked a function during that day shall receive their respective share of the commission on the following basis weekly:

a. The sum total for each breakfast, lunch and dinner food function will be pooled respectively and divided respectively into equal shares by the banquet waiters/waitresses, captains and his service personnel who worked the respective food function. Each banquet waiter/waitress and captain will receive an equal share subject to the provision above establishing a fourteen percent (14%) rate for regular, full-time and twelve percent (12%) rate for part-time, extra banquet personnel. Banquet bus service personnel shall receive one-half ($\frac{1}{2}$) the share of a waiter/waitress/captain.

b. Receptions that include hors d'oeuvres will be treated as any other banquet food function with respect to the food portion only.

c. Waiters/waitresses who are required to serve a reception consisting of beverages only, without hors d'oeuvres, will be paid a flat sum of five dollars (\$5) per hour or major fraction thereof.

d. Coffee servers shall receive a share based upon a thirteen percent (13%) rate for all functions.

Banquet Shifts. Banquet waiters/waitresses shall be scheduled and paid on the following basis:

Breakfasts	- Up to 3 hours work within 3½ hours
Luncheon	- Up to 4 hours work within 4½ hours
Dinners	- Up to 5 hours work within 5½ hours
Buffets*	- Up to 3 hours work within 3½ hours for Breakfast, 4 hours work within 4½ hours for Luncheon, 5 hours work within 5½ hours for Dinner
Dinner Dance	- Up to 6 hours

*A Buffet is a regular meal (breakfast, luncheon, or dinner) where the guests are served or serve themselves from a display of foods; provided, however, that for purposes of this Article a "Buffet" shall not be deemed to include buffets, cocktail buffets or other meals offered regularly to the public and served by regular employees.

BANQUET ARRANGEMENTS

1982

Banquet Premium Pay. One and one-half ($1\frac{1}{2}$) times the hourly rates indicated below in Hourly Rates for Banquets will be paid for all time worked on a meal in excess of the standard shift for that meal.

Hourly Rates for Banquets. Banquet waiters/waitresses will be paid for time worked during the standard shift for a meal at the following hourly rates in addition to their banquet commission participation.

1981	\$1.80
1982	1.95
1983	2.10
1984	2.30
1985	2.45

Atlantic City

Waiter/Waitress	5/1/80	5/1/81	5/1/82
Breakfast, Lunch Reception - 3 hr min.	\$6.00	\$7.00	\$8.00
Dinner/Supper 4 hr min.	8.00	8.50	9.00

Boston

Banquet Waiters; Extra Waiters, Tuxedos, Luncheons, three hours or less: Lunch - 12/1/80 - \$7.10, 12/1/81 - \$7.35; Dinner - 12/1/80 - \$8.10, 12/1/81 - \$8.35.

Extra Banquet Waiters serving more than ten persons for dinner banquets shall receive 81¢ for each additional person served. (12/1/81 - 84¢)

Extra Waiters, setting up and taking down for banquets, 12/1/81 - \$3.40/hr, 12/1/81 - \$3.50/hr.

Extra Waiters setting up banquets shall receive the same rate of pay for serving banquets as Extra Banquet Waiters.

Extra Waiters acting as Captains shall receive \$3.25 per meal additional. (12/1/81 - \$3.50)

BANQUET ARRANGEMENTS

1982

Buffalo3/1/77

Breakfast & Lunch 3 hours
 French 16 Cov. 25¢ ex. cov.
 Plate 20 Cov. 20¢ ex. cov.

\$6.25

Dinner & Supper 4 hours
 French 10 Cov. 35¢ ex. cov.
 Plate 20 Cov. 30¢ ex. cov.

8.05

Chicago

	<u>4/1/79</u>	<u>4/1/80</u>	<u>4/1/81</u>	<u>4/1/82</u>
Waiters - Dinner - time limit 4 hours, plus tips	\$10.75	\$11.25	\$12.25	\$13.25
Waiters - Buffet - time limit 4 hours, plus tips	10.65	11.65	12.65	13.65
Waiters - Lunch or Breakfast - time limit 3 hours plus tips	7.76	8.56	9.36	10.16
Set-up - Time to commence 2 hours before (2 hrs.) call-in time for waiters	4.93	5.23	5.53	5.73
Clean-up (2 hrs) - Time to commence when employees are actually allowed to fully clean room	5.68	5.98	6.28	6.48

Fifteen guests per waiter shall be the limit, except at buffets where thirty guests per waiter shall be the limit. In the event the station exceeds these limits, waiters shall be paid 45 cents per guest in excess of the above limits.

There shall be a minimum service charge on all banquets which shall be distributed among all employees working said banquet. Said charge shall be 16%. In the event the employer is unable to secure such minimum service charge on banquets, the employees servicing said banquet shall have the privilege of soliciting their own gratuity.

Seventy-seven percent (77%) of the service charge shall be divided among the waiters, waitresses, busboys, and bartenders, and the remaining twenty-three percent (23%) of said service charge shall be divided in accordance with an addendum agreement with the employer.

BANQUET ARRANGEMENTS

1982

Cincinnati

<u>Position:</u>	<u>1981</u>	<u>1982</u>	<u>1983</u>	<u>1984</u>
Captains (8 hours within 10) per day	\$37.76	42.16	44.96	48.56
Waiters (8 hours within 10) per day	22.56	24.96	26.96	29.36
Waiters (3 hours, breakfast or lunch)	8.15	8.90	9.80	10.70
Waiters (4 hours, dinner)	10.44	11.64	12.64	13.84

MAXIMUM COVERS - A definite number of covers shall be assigned to each banquet waiter and he shall be paid per cover for this original assignment. If additional covers are served, he shall be paid only for those additional persons served according to the schedule immediately following:

<u>Service</u>	<u>Maximum Covers</u>	<u>Additional Person</u>
French Service	10	33¢
Breakfast and Lunch	16	28¢
Receptions and Teas	30	28¢
Buffets	30	33¢
Dinners before 9 PM (Supper Dances excluded)	16	33¢

In all cases of banquets or parties where checks are charged and no tip is given the Waiter, 15% of the amount of the patron's check will be given to the Waiter as compensation in addition to their wages.

When such tip or gratuities are charged, it shall be the privilege of a designated Waiter to review the check to ascertain the amount provided for tip.

Such information as the amount designated for a tip shall be furnished for the concerned Local Union, when so requested.

Of the above 15% provided for the tip, 3% shall be divided equally among the Supervisors working and 12% shall be divided equally among the Waiters working. If a greater percentage of tip is given the Waiter, division shall be based on the same proportion (12% Waiters, 3% Supervisors). The employers shall divide the tip in accordance with the above and pay it directly to the employees entitled to same.

Cleveland

	<u>Meal Period Rate</u>	<u>Holiday Rate</u>
Banquet Waiters		
Breakfast (3 hours or less)	\$4.75	\$5.25
Lunch (3 hours or less)	4.75	5.25
Dinner/Supper (4 hours or less)	6.00	6.30

(A normal number cover 20; 25¢ per person extra for breakfast and lunch; 30¢ dinner)

In addition to the hourly rate, banquet waiters and waitresses shall receive a tip consisting of 11½% of the price of the meal served by them.

BANQUET ARRANGEMENTS

1982

Denver

3 hours or less	1/1/81	1/1/82
Breakfast, Lunch	\$7.63	\$7.70
Dinners, Evening	8.13	8.20

Detroit

	1/1/82	1/1/83	1/1/84
Breakfast, Lunches			
Misc. Parties			
6 A.M. - 2 P.M.	\$10.91	\$11.51	\$12.11
3 hours or less			
(Serve 20 guests/ add'l at 50¢ each)			
Coffee Breaks			
50 for Continental	3.20/hr	3.35	3.50
100 for Coffee break			
Dinner (2 P.M. - 10 P.M.)			
(15 guests/ add'l at 65¢ each)	14.03	14.63	15.23
Service Charge			
Food Service 15%			
12½% Servers			
2½% Captains and Head servers			

Kansas City

If the regular waiter shall be required to work at a banquet or luncheon, he shall be paid \$2.50 for each banquet or luncheon in additional to his regular pay.

Banquet waiters receive regular rates except that extra banquet waiters serving more than 16 persons will be paid 50¢ per additional person.

	<u>6/16/80-6/15/81</u>
Breakfast or Lunch 3 hours	\$9.00
Dinner	9.50

Los Angeles

<u>Waiters or Waitresses - Banquets</u>	<u>3/16/79</u>	<u>3/16/81</u>
Breakfast, Luncheon or Tea, beginning before 4 P.M., 3 hours or less minimum.	\$10.42	\$11.25
Dinner, 4 hours or less, minimum	13.22	14.28
Dinner Dance, 8 hours or less	18.55	22.23

BANQUET ARRANGEMENTS

1982

Compensation for all hours worked in excess of the above designated minimum shift hours shall be at the rate of \$2.50 per hour.

Waiters and waitresses required to serve more than twenty (20) guests shall be paid 26¢ per person in excess of this limit for Breakfast, Luncheon, or Tea, and 32¢ per person in excess of this limit for dinner.

Miami Beach

Luncheon	\$ 7.10
Dinner	10.05

Gratuity (17%) - 13% waiters, waitresses, and bartenders
4% management, captains, and other service personnel

Minneapolis

<u>Banquet Rates (3 hr minimum)</u>	<u>5/1/80</u>	<u>5/1/81</u>	<u>5/1/82</u>
Breakfast (Waiters/waitresses)	\$2.57	\$2.83	\$3.07
Lunch " "	2.57	2.83	3.07
Dinner " "	2.75	3.03	3.29
Banquet setup	4.08	4.49	4.92

New York

<u>Banquet Waiters, Waitresses</u>	<u>6/1/80</u>	<u>6/1/81</u>	<u>6/1/82</u>	<u>6/1/83</u>
Breakfast, 3 hours	\$13.07	\$14.82	\$16.54	\$18.29
Lunch, 3½ hours	13.32	15.07	16.54	18.54
Dinner, 4½ hours	13.82	15.57	17.29	19.04

Philadelphia

Regular, full-time employees shall not be required to serve a banquet provided competent extra help is obtainable through the Union.

Regular waiters, waitresses and bartenders serving private parties in banquet rooms shall receive the banquet rate of pay, less his regular rate of pay. A steady waiter, waitress or bartender required to serve a banquet on his or her own time, that is when he or she should be off duty, shall be compensated at rates provided for banquet waiters, waitresses, or bartenders.

<u>Wage Scale for Extra and Banquets, etc.</u>	<u>11/1/80</u>
Cooks (8 hours out of 9)	\$38.40
Bartenders (8 hours out of 9)	37.40
Service Bartenders (8 hours out of 9)	39.40
(where there is not a guaranteed tip)	
Overtime pay at time and one-half hours in excess of above mentioned hours.	

BANQUET ARRANGEMENTS

1982

<u>Waiters and Waitresses - Banquets</u>		<u>11/1/81</u>	<u>11/1/82</u>	<u>11/1/83</u>
Breakfast	(up to 3 hours)*	\$11.45	\$13.45	\$15.65
Luncheon	(up to 3 hours)*	11.45	13.45	15.65
Dinners or Suppers	(up to 4 hours)**	13.60	15.60	17.80
Dinner or Supper Dance	(up to 4 hours)**	13.60	15.60	17.80
All meals served on Sundays	(up to 4 hours)**	13.60	15.60	17.80
* Overtime rate per hour - Breakfast and Lunch		3.82	4.48	5.23
**Overtime rate per hour - Dinner		3.40	3.90	4.45

Waiters and waitresses shall be limited to serving 20 guests at the above rates. For each cover in excess of 20, waiters and waitresses shall receive 11/1/81 - 45¢; 10/1/82 - 50¢ if the meal is either breakfast or lunch. For all other meals waiters and waitresses, 11/1/81 - 50¢, 10/1/82 - 60¢.

Fifty cents (50¢) shall be paid for a "set up" and 50¢ for a "clean up" for each 20 guests or less to be served, and 2½¢ for each guest in excess of 20.

Pittsburgh

Fifteen percent (15%) to be added to banquet price for tips, 15% of sum is distributed to head waiters and the captains they designate; 85% to waiters (waitresses). Head waiters and captains to receive no more than \$75; any excess amount to be paid to waiters (waitresses).

<u>Extra Banquet Waiters and Waitresses</u>		<u>10/1/81</u>	<u>10/1/82</u>
Breakfast or lunch banquet, 3 hours or less			
Max. of 20 guests (55¢ extra for breakfast, or lunch for each person over 20)		\$10.25	\$10.50
Dinner Banquet, 4 hours or less, Max. of 16 guests (75¢ extra for each adult over 20)		13.50	14.00
Buffet, 4 hours or less (lunch or dinner)			
30 guests, 50¢ extra for over 30		13.50	14.00

St. Louis

		<u>11/16/80</u>	<u>11/16/81</u>
Breakfast or lunch	3½ hours	\$2.39	\$2.49
Dinner	3½ hours	2.58	2.68
Buffet	3½ hours	2.74	2.86
Set up Waiters, per hour or fraction thereof		2.39	2.49

At banquets a waiter shall serve not more than 16 persons, but in emergency, when it becomes necessary for a waiter to serve more than 16 persons, he shall receive 40¢ per person in addition to his regular wage. This, however, shall apply to dinners only. For luncheons the same conditions shall apply, but the waiter shall receive 35¢ per person over 16. At breakfast, a waiter shall serve not more than 20 persons, but in emergency, when it becomes necessary for him to serve more than 20 persons, he shall receive 30¢ per person in addition to his regular wage. At buffets a waiter shall serve not more than 32 persons; he shall receive 30¢ more per person in addition to his regular wage if more than 32 are served.

BANQUET ARRANGEMENTS

1982

San Francisco

	<u>7/1/80</u>	<u>8/14/81</u>	<u>8/14/82</u>
Breakfast, Lunch, Tea	\$19.07	\$20.98	\$22.66
Dinner	24.00	26.40	28.51
Supper	27.10	29.81	32.19

Seattle

<u>Waiter/Waitress - Banquet</u>	<u>6/1/81</u>	<u>6/1/82</u>	<u>6/1/83</u>
3 hours dinner	\$14.89	\$16.01	\$17.21
2 hours dinner	10.51	11.30	12.15
2 hours - lunch/breakfast	9.66	10.38	11.16

Washington, DC

<u>Banquet Waiters and Waitresses</u>	<u>9/16/81</u>	<u>3/16/83</u>
Breakfast and Luncheon (including buffet)	\$ 9.00	\$10.60
Dinner (including buffet)	10.00	11.60
<u>Extra Banquet Bartenders</u>		
3 hours or less - luncheon	16.25	17.00
3 hours or less - dinner	17.25	18.00

Banquet waiters or waitresses setting up or cleaning up or additional time \$3.40 per hour or fraction thereof, 9/16/83, \$4.00. Additional time is time spent on a function in excess of the maximum function time provided for herein.

Individual setting up or cleaning up within a 3-hour period \$1.50 per station.

When a waiter or waitress is required to serve a party with French Service, he shall be compensated at an additional 50¢ per cover. French Service shall be defined as service where the fish course or main entree is not plated.

A steady employee required to work private affairs or banquets on house time shall be paid 50¢ less than an extra employee for breakfast, luncheon functions (including buffet, reception, cash bar and dance); \$1.00 less than an extra employee for civic luncheons (including buffet) not to go over 1 P.M. and \$1.00 less than extra employees for a dinner function (including buffet, receptions, cash bar and dance) irrespective of time consumed.

Any function commencing from 3:30 P.M. to 5:00 A.M. Monday through Saturday is a dinner function. Any function commencing from 1:00 P.M. Sunday to 5:00 A.M. Monday is a dinner function. This rule will be uniform in all hotels and various times now in effect shall be modified to conform with this paragraph.

BANQUET ARRANGEMENTS

1982

Where beverages are served to a guest by a bartender and if a gratuity is charged, each bartender staffing said bar shall receive one waiter's share of the gratuity on the beverages only. Provided, however, this provision shall in no manner be construed so as to entitle waiters working the function to cease to perform any duty heretofore performed by them in connection with such function.

Maximum Covers

Breakfast or Luncheon

16* (40¢ each additional cover)

Dinner or Supper

15* (50¢ each additional cover)

Buffets

50* (50¢ each additional cover)

Dance

50* (50¢ each additional cover)

*When waiter/waitress is assigned and serves any additional areas in excess of the maximum, the gratuity paid such waiter/waitress shall be prorated to include such additional area or areas.

Coffee breaks to be paid as follows: Room service waiters handling coffee breaks in banquet rooms or in regular rooms which have been converted into meeting rooms.

For under 20 persons

16% gratuity

For 21-35 persons

\$2.00 plus 16% gratuity

For 36-50 persons

\$4.00 plus 16% gratuity

For 51 or more persons

Applicable function rate

MISCELLANEOUS CLAUSES

1982

	Probationary Period	Jury Duty	Funeral Pay
<u>Atlanta</u>	60 days		1 day immediate family
<u>Atlantic City</u>	30 days		3 days max. to attend funeral
<u>Boston</u>			3 days max. to attend funeral
<u>Buffalo</u>	30 days	regular pay less jury pay	3 days - must attend immediate family
<u>Chicago</u>	30 days		
<u>Cincinnati</u>	30 days		After 90 days of employment, 1 day immediate family (2 days if outside 50 mile radius)
<u>Cleveland</u>			3 scheduled work days after 1 year of service
<u>Denver</u>	60 days	8 hours/day to max. 10 days	
<u>Detroit</u>	45 days	difference between regular pay and jury pay	4 days immediate family
<u>Kansas City</u>		max. 5 days difference between regular pay and jury pay	max. 2 days if attending funeral - 1 day if distance less than 500 miles
<u>Los Angeles</u>			

MISCELLANEOUS CLAUSES

1982

	Probationary Period	Jury Duty	Funeral
<u>Miami</u>	30 days	max. 7 days difference between regular pay and jury pay	3 days following death if on scheduled days immediate family
<u>Minneapolis</u>	30 days	pay difference between regular pay and jury pay	2 days max - 250 miles 3 days max - more than 250 miles
<u>New Orleans</u>			2 days max to attend funeral
<u>New York</u>		difference in pay for 2 weeks every other year	3 day maximum
<u>Philadelphia</u>	30 days		3 days immediate family
<u>Pittsburgh</u>	30 days	guarantee of no loss of pay	max 3 days - until after funeral - im- mediate family (one day - mother & father- in-law)
<u>St. Louis</u>		max 3 days	1 year service - max 3 days
<u>San Francisco</u>	30 days	10 days per calendar year; pay difference	3 days immediate family; attend or make funeral arrangements
<u>Seattle</u>	30 days	10 days per calendar year; pay difference	1 day - immediate family
<u>Washington, DC</u>			3 days with pay to attend funeral (may use un-used accrued vacation for added needed time)

MISCELLANEOUS CLAUSES

1982

	Schedule Posting Requirement	Shift Differential	Reporting Pay
<u>Atlanta</u>			4 hour guarantee
<u>Atlantic</u>	1 week in adv.		
<u>Boston</u>	1 week in adv		8 hours working pay
<u>Buffalo</u>	72 hours in adv. 1½ for work on non-scheduled day		no work - 4 hours pay start work - 8 hours pay
<u>Chicago</u>	Starting time change must be given the pre- ceding work day. Scheduled day change must be given on or before last working day of preceding week.		full day's pay
<u>Cincinnati</u>			guarantee of 8 hours if called in
<u>Cleveland</u>			4 hours guarantee if no work 8 hours guarantee if some work
<u>Denver</u>		5¢/hour if 4 hours of shift fall between 11 PM - 5 AM	no work - 4 hours start work - regular wages for day
<u>Detroit</u>	1 week in adv.		guarantee of full day's pay if any work performed otherwise, 4 hours

MISCELLANEOUS CLAUSES

1982

	Schedule Posting Requirement	Shift Differential	Reporting Pay
<u>Kansas City</u>		third shift 10¢/hour	no work - 4 hours start work - 8 hours pay
<u>Los Angeles</u>	change can be made if employee is notified the working day be- fore chg.	8 PM - 4 AM	
<u>Miami</u>			
<u>Minneapolis</u>			3 hour minimum (4 hours minimum for bartenders)
<u>New Orleans</u>			8 hour guarantee if reports as scheduled
<u>New York</u>	1 week in adv.	8 PM - 6 AM 40¢/hour	full day if employee normally works full day
<u>Philadelphia</u>			
<u>Pittsburgh</u>			½ day pay
<u>St. Louis</u>	48 hours in adv. 1½ X for unsched. day		no work - ½ shift pay start work - full days pay
<u>San Francisco</u>	36 hours - change of day 24 hours - change of hours	*	8 hours pay
<u>Seattle</u>		**	
<u>Washington, DC</u>		20¢ if shift starts 11 PM - 1 AM and works 4 hours 12 mid - 6 AM	if reports, will receive full pay for this shift for which he reported

MISCELLANEOUS CLAUSES

1982

San Francisco

* Room Cleaner: after 7PM, \$1.75 per shift
Food Prep: after 8PM, 2.00 per shift
Dining Room: after 8PM 1.00 per shift

Seattle

**Dining Room and Kitchen: \$1.00 per shift for shifts starting prior
to 5 AM and after 7 PM
Room Attendants: \$1.00 per shift for shifts starting
between 11 PM - 5 AM

ATLANTIC CITY - CASINO OPERATIONS

1982

10/1/79 - 9/15/83

<u>Vacations</u>	<u>Yrs. Svc.</u>	<u>Weeks</u>
	1	2
	2	3
	10	3
(9/15/80	9	3)
(9/15/81	8	3)

Holidays - 9

<u>Health/Welfare/Pension/Severance</u>	<u>10/1/79</u>	<u>9/15/80</u>	<u>9/15/81</u>	<u>9/15/82</u>
Health/Welfare	32¢	42¢	52¢	52¢
Pension	15¢	15¢	15¢	15¢
Severance	5¢	5¢	5¢	5¢

<u>Job Classifications - Rates</u>	<u>10/1/79</u>	<u>9/15/80</u>	<u>9/15/81</u>	<u>9/15/82</u>
Bartender	\$5.13	\$5.38	\$5.63	\$5.88
Bell Person	2.63	2.88	3.13	3.38
Bus Person	3.13	3.38	3.63	3.88
Cook, Fry	6.88	7.25	7.75	8.25
Dishwasher	4.63	5.00	5.50	6.00
Linen Room	4.63	5.00	5.50	6.00
*Room Attendant (Maid)	4.63	5.00	5.50	6.00
**Maintenance	7.58	9.04	9.70	
Pantry Person	5.00	5.38	5.88	6.38
Stores Person	5.00	5.25	5.75	6.25

* \$2.50 additional for rooms completed above 2 per scheduled hour

**Separate agreement

Banquet - 4 hours minimum (except bartenders, 8 hours) - based on 20 covers

	<u>9/15/80</u>	<u>9/15/81</u>	<u>9/15/82</u>
Food Servers (4 hrs)	\$11.00	\$13.00	\$14.00
Bus Person (4 hrs)	13.50	14.50	15.50
Bartender (8 hrs)	43.00	45.00	47.00

ATLANTIC CITY - ROOM OCCUPANCY BONUS PLAN

1982

5/1/80	\$1.25 per room night
8/1/80	1.50 per room night
5/1/81	1.75 per room night
5/1/82	2.00 per room night

Distributed at 4-week intervals based on total number of hours worked by qualified union member employees. Qualification is based on completion of 120 calendar days of continuous employment with his employer since most recent date of hire.

SOURCES OF DATA

1982

	<u>Parties to Contract</u>	<u>Contract Term</u>
<u>Atlanta</u>	Data from labor agreement of an individual property.	1981-1985
<u>Atlantic City</u>	Associated Hotels of Atlantic City and locals 54 and 49 affiliated with the Hotel and Restaurant Employees and Bartenders International Union AFL-CIO	5/1/80 - 4/30/83
<u>Boston</u>	Greater Boston Hotel and Motor Inn Association and Local 26 Hotel, Restaurant Employees and Bartenders Int. Union AFL-CIO	12/1/79 - 11/30/82
<u>Buffalo</u>	Data from labor agreement of an individual property	3/1/78 - 2/28/81
<u>Chicago</u>	Chicago Area Hotels and Chicago Joint Executive Board of Hotel and Restaurant Employees and Bartenders International Union AFL-CIO	4/1/80 - 3/31/83
<u>Cincinnati</u>	Data from labor agreement of an individual property	1/1/82 - 12/31/84
<u>Cleveland</u>	Motel Association of Greater Cleveland, Ohio, and the Service, Hospital, Nursing Home and Public Employees Union Local 47	5/1/81 - 4/30/84
<u>Denver</u>	Data from labor agreement of an individual property	1978 - 1982
<u>Detroit</u>	Hotel Assoc. of Greater Detroit and Hotel, Motel, Restaurant Employees, Cooks and Bartenders Union, Local 24	1/1/82 - 12/31/84
<u>Kansas City</u>	Hotel Association of Greater Kansas City, Inc., and Hotel, Motel, Cafeteria, Restaurant, Bartender and Misc. Employees Union, Local 64	6/16/78 - 6/16/83

SOURCES OF DATA

1982

<u>Los Angeles</u>	Restaurant-Hotel Employers' Council of Southern California (Los Angeles) and Los Angeles Joint Executive Board of Hotel and Restaurant Employees and Bartenders Union, AFL-CIO	3/16/79 - 3/15/83
<u>Miami</u>	Data from labor agreement with an individual property	1980-1982
<u>Minneapolis</u>	Minneapolis Hotels and Motels Local 17, Hotel, Motel, Restaurant, Bar and Club Employees Union of St. Paul, Minneapolis, AFL-CIO	5/1/80 - 5/1/83
<u>New Orleans</u>	Data from labor agreement of an individual property	1980-1982
<u>New York</u>	Hotel Association of New York City, Inc., and New York Hotel and Motel Trades Council, AFL-CIO	6/1/81 - 5/31/85
<u>Philadelphia</u>	Data from labor agreement of an individual property	11/1/81 - 9/30/84
<u>Pittsburgh</u>	An individual property and Hotel, Club, Motel, Restaurant and Bartenders Union Local 57	10/1/80 - 9/30/83
<u>St. Louis</u>	Hotel and Motel Association of Greater St. Louis and Hotel, Motel, Restaurant, Food Service and Bartenders Local #74 AFL-CIO	11/16/79 - 11/15/82
<u>San Francisco</u>	Hotel Employers Association of San Francisco and Restaurant Employees and Bartenders Union Local 2	7/1/80 - 8/14/83
<u>Seattle</u>	Hotel, Motel, Restaurant Employees and Bartenders Union, Local no. 8 and Seattle Restaurant Association and Seattle Hotel Association	6/1/81 - 5/31/84
<u>Washington, DC</u>	Hotel Association of Washington, DC and Joint Executive Board of the Hotel and Restaurant Employees and Bartenders International Union AFL-CIO of Washington, DC	9/16/81 - 9/15/84